



QUEEN
CITY
CERTIFIED™

FALL 2018

Survey Analysis

City of Cincinnati Human Resources Department

Top 5 benefits reported as most important:

Employer sponsored health insurance
Leadership / opportunities for promotion
Job / employer in line with personal values
Employer sponsored retirement program
Workforce diversity

Top 5 benefits used within the last 3 years:

Employer sponsored health insurance
Employer sponsored retirement program
Reduced schedules
Family leave for elder care
Leaves of absence / sabbatical

TOP STRENGTHS

Overall, employees report high levels of satisfaction and engagement.

- **75% of employees** would recommend the City of Cincinnati Human Resources Department to others.
- **75% of employees** feel like they belong at the City of Cincinnati Human Resources Department.
- **81% of employees** feel respected by their teammates and believe their opinions and ideas are valued.
- **88% of employees** believe the City of Cincinnati Human Resources Department supports work/life balance.
- **81% of employees** believe the City of Cincinnati Human Resources Department hires people from diverse backgrounds.

TOP OPPORTUNITIES FOR GROWTH

Employees are less satisfied when it comes to opportunities for growth and advancement.

- **56% of employees** are happy with their opportunities for growth and advancement; however, only **33% of women with disabilities** and **women age 40+** feel the same.
- **44% of employees** believe promotions are generally given to the most qualified employees.

Gender, ability, and age may influence how employees experience the workplace.

- **75% of men** feel that they are recognized and rewarded for the work they do, compared to **50% of women overall**, **33% of women with disabilities**, and **33% of women age 40+**.
- **75% of men** believe their pay is fair, compared to others in similar roles. **58% of women overall** and **17% of women age 40+** feel the same.

- **75% of men** report that at least one senior level staff member has actively assisted them in getting ahead, compared to **58% of women overall**, **33% of women with disabilities**, and **33% of women age 40+** .

When it comes to gender equity, employees believe there is room for improvement.

- **56% of employees** think the City of Cincinnati Human Resources Department should be doing more to increase gender equity in the workplace.

"The entire performance evaluation process needs to be revamped. It is not objective or accurate in evaluating employees and it does not produce useful goals."

RECOMMENDATIONS

Offer paid leadership development opportunities (workshops, classes, etc.).

Provide a mentorship or sponsorship program at the point of entry for all employees.

Conduct 15 minute weekly or bi-weekly performance reviews using a set of objective criteria. Enlist two to six reviewers (colleagues, clients, etc.). Ensure managers meet with employees quarterly to go over the results.

Develop a transparent compensation policy that clearly states employee performance measures and promotion criteria. Ensure the policy is communicated and understood by all employees.

Sponsor an inclusion council—a group that includes top leadership and people of all genders, races, ethnicities, ages, and socioeconomic backgrounds—with a clear focus that aligns with the department's mission.